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**THE TRADE UNION LAW
OF THE
PEOPLE'S REPUBLIC OF CHINA**

**WITH THE CONSTITUTION OF THE TRADE UNIONS OF
THE PEOPLE'S REPUBLIC OF CHINA**

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**THE TRADE UNION LAW
OF THE
PEOPLE'S REPUBLIC OF CHINA**

The Trade Union Law is promulgated for the purpose of defining in explicit terms the legal status, functions and duties of trade union organizations in the New Democratic State, thereby enabling the working class to become better organized and thus play its proper part in New Democratic construction.

SECTION ONE

GENERAL PRINCIPLES

ARTICLE 1

Trade unions are mass organizations of the working class formed on a voluntary basis. All manual and non-manual wage workers in enterprises, institutions and schools in Chinese territory whose wages constitute their sole or main means of livelihood, and all wage workers in irregular employment shall have the right to organize trade unions.

Promulgated by the Central People's Government on June 29, 1950.

ARTICLE 2

Trade unions shall be organized on the principle of democratic centralism, in accordance with the Constitution of the All-China Federation of Trade Unions as adopted by the All-China Labour Congress. Trade union committees at all levels shall be set up by election at general membership meetings or representative conferences.

Members of trade unions shall have the right, in accordance with the constitution of their trade unions, to dismiss and replace at any time any representative or committee member whom they have elected. Trade union committees at all levels shall submit reports on their work to the rank and file membership they represent or to their representative conferences and shall observe the decisions and directives of their respective higher trade union organizations.

ARTICLE 3

Trade unions are mass organizations formed in accordance with the resolutions and Constitution adopted by the All-China Labour Congress and various congresses of industrial unions (including the cultural and educational workers' unions and government employees' unions). The trade unions have their own nation-wide independent and unified system of organization, with the All-China Federation of Trade Unions as the highest leading body. When trade unions are established, they should submit reports thereon to the All-China Federation of Trade Unions or its affiliated industrial unions or local unions, which, after proper examination and ap-

proval, shall undertake to refer the matter to the local people's governments for registration.

ARTICLE 4

All other bodies not organized in accordance with *Article 3* of this Law shall not be called trade unions, and shall not be entitled to the rights laid down in this Law.

SECTION TWO

THE RIGHTS AND DUTIES OF TRADE UNIONS

ARTICLE 5

Trade unions in enterprises operated by the state or by cooperatives shall have the right to represent the workers and staff members in taking part in administering production and in concluding collective agreements with the managements.

ARTICLE 6

Trade unions in private enterprises shall have the right to represent the workers and staff members in conducting negotiations and talks with the owners of these private enterprises, in taking part in the labour-capital consultative councils and in concluding collective agreements with the owners of these private enterprises.

ARTICLE 7

It is the duty of trade unions to protect the interests of workers and staff members, to ensure that the managements, or the owners of private enterprises, effectively

carry out labour protection, labour insurance, wage standards, factory sanitation and safety measures as stipulated in the laws and decrees of the government and other relevant regulations and directives, and to take measures for improving the material and cultural life of the workers and staff members.

ARTICLE 8

Trade union organizations at all levels in enterprises operated by the state or by cooperatives shall have the right to ask the managements at the corresponding levels to submit reports on their work to the trade union committees, to the general membership meetings or to the representative conferences. They also have the right to represent the workers and staff members in taking part in the administrative boards or administrative meetings at the corresponding levels.

ARTICLE 9

In order to safeguard the fundamental interests of the working class, trade unions shall carry out the following activities according to their respective constitutions and decisions:

- (a) Educate and organize the workers and staff members to support the laws and decrees of the People's Government; carry out the policies of the People's Government in order to consolidate the people's state power which is led by the working class;
- (b) Educate and organize the workers and staff members to adopt a new attitude towards labour, to observe labour discipline, to organize labour

emulation drives and other production movements in order to ensure the fulfilment of the production plans;

- (c) Protect public property, oppose corruption, waste and bureaucracy, and fight against saboteurs in enterprises operated by the state or by cooperatives and in institutions and schools;
- (d) Promote in privately-owned enterprises the policy of developing production and of benefiting both labour and capital, and oppose acts in violation of government laws and decrees or acts detrimental to production.

ARTICLE 10

The people's governments at all levels shall allocate to the All-China Federation of Trade Unions, industrial unions and local trade unions the necessary buildings and furnishings to enable them to carry out their office work, meetings, educational, recreational and welfare activities. The people's governments at all levels shall also give the trade unions similar treatment in the use of the post, telegraph, telephone, railway, highway and navigation facilities as are enjoyed by government institutions at corresponding levels.

ARTICLE 11

When the managements of state-operated enterprises or the owners of private enterprises want to transfer or discharge a trade union committee member elected by the workers and staff members, they must obtain in advance the consent of the trade union committee concerned and such transfer or discharge cannot be carried

out until the said trade union committee has reported the matter to a higher trade union committee and has obtained its approval.

ARTICLE 12

Trade union committee members or any trade union representatives, when provided with credentials issued by their respective trade unions, may inspect the workshops and hostels of the enterprises, institutions or schools, whose workers and staff members are affiliated to the said trade unions. The managements, or the owners of private enterprises, may not refuse such inspections, except in certain specially stipulated cases.

SECTION THREE

THE BASIC ORGANIZATION OF TRADE UNIONS

ARTICLE 13

In factories, mines, business establishments, farms, institutions, schools and other productive or administrative units with twenty-five or more workers and staff members, a basic trade union committee may be set up (such as factory, mine or institution committee). In those employing less than twenty-five persons an organizer may be elected, who shall have the same rights as a basic trade union committee. The regulations governing the organization of basic trade union committees shall be formulated by the All-China Federation of Trade Unions or the national committees of the respective industrial unions.

ARTICLE 14

Apart from the basic trade union committees formed in accordance with *Articles 3* and *13* of this Law, and approved by the industrial unions or the local unions, no other organizations in factories, mines, business establishments, farms, institutions, schools and other productive or administrative units shall be entitled to the rights enjoyed by the basic trade union committees.

ARTICLE 15

The number of members of a basic trade union committee who are full-time trade union functionaries and who are freed from production, shall be determined in accordance with the total number of workers and staff members employed in each factory, mine, business establishment, farm, institution, school and other productive or administrative unit. The ratio shall be as follows:

Number of workers and staff members	Number of full-time trade union functionaries
200-500	1
501-1000	2
1001-1500	3
1501-2500	4
2501-4000	5

A further full-time trade union functionary may be added for every additional two thousand persons in enterprises employing over four thousand workers and staff members. Basic trade union committees in enterprises employing less than two hundred persons may have one full-time trade union functionary if they obtain the authorization of a higher trade union organization.

ARTICLE 16

When a basic trade union committee has been elected the management, or the owner of the private enterprise, must be notified of the names of the committee members. The management, or the owner of the private enterprise, must, in accordance with the decisions of the basic trade union committee, release from production those members who are required.

ARTICLE 17

Full-time trade union functionaries who are freed from production shall be paid by the trade unions and the amount should not be less than the rate of wages previously paid to them. They shall continue to share in labour insurance and other welfare facilities paid for by the management, or the owner of the private enterprise. After completing their term of office, the management, or the owner of the private enterprise, shall ensure that they return to their original jobs or be given other jobs at the same rate of wages.

ARTICLE 18

The managements or owners of factories, mines, business establishments, farms, institutions, schools and other productive or administrative units shall not obstruct the activities of the basic trade union committees and the general membership meetings or representative conferences summoned by the basic trade union committees. But meetings and conferences called by trade unions should not be held during the prescribed working hours. When such meetings have to be held during working hours due to special circumstances, the consent of the

managements or owners should be obtained. If members of a basic trade union committee who are still engaged in production have to conduct trade union activities during working hours, the trade union must inform the management or owner thereof. But the total working hours thus occupied by any such member shall not exceed two working days per month. In such cases, the wages of such members shall be paid in full.

ARTICLE 19

Elections of trade union representatives to a people's representative conference or people's congress, in accordance with the directives of the people's governments at city (county) level or above, or elections of trade union representatives to trade union congresses in accordance with the directives of the trade union councils at city or provincial levels or above may be held during working hours, if necessary. In private enterprises, representatives of workers and staff members to the above-mentioned and other conferences shall be paid for the period of their attendance by the organizations which call such conferences.

ARTICLE 20

The managements or the owners of factories, mines, business establishments, farms, schools and other productive or administrative units which employ one hundred or more workers shall provide free of charge the necessary buildings and other facilities (water, electricity and furniture, etc.) for office use by the basic trade union committees and shall provide, permanently or temporarily, a suitable place for general membership meetings or rep-

representative conferences. Those employing less than one hundred persons, if unable to provide separate offices for the trade unions, shall provide special desks for the use of trade unions in rooms which are in general use. Trade unions may hold meetings in such rooms.

ARTICLE 21

When the managements or the owners of factories, mines, business establishments, farms, institutions, schools and other productive or administrative units engage workers or staff members they shall inform the basic trade union committees, which shall have the right to protest, within three days, if they discover that such engagements violate any law or decree of the People's Government or run counter to collective agreements. Disputes arising from the managements or owners disagreeing with such protests shall be dealt with in accordance with the Rules of Procedure for Settling Labour Disputes.

ARTICLE 22

The managements or the owners of factories, mines, business establishments, farms, institutions, schools and other productive or administrative units shall inform the basic trade union committees ten days in advance of the name of any worker or staff member they want to discharge, together with the reasons for discharge. The basic trade union committees shall have the right to protest, within seven days, if they discover that such discharge violates any government decree or runs counter to collective agreement. Disputes arising from the managements or the owners disagreeing with such protests

shall be dealt with in accordance with the Rules of Procedure for Settling Labour Disputes.

Articles 21 and 22 shall not apply in the case of personnel appointed by the people's governments at all levels.

SECTION FOUR

TRADE UNION FUNDS

ARTICLE 23

The trade unions must set up their own system of budgeting, drawing up of balance sheets, accounting and auditing on the principle of independent administration of their funds.

ARTICLE 24

Trade union funds shall be drawn from the following sources:

- (a) Membership dues paid by trade union members in accordance with the Constitution of the All-China Federation of Trade Unions;
- (b) The managements or the owners of factories, mines, business establishments, farms, institutions, schools and other productive or administrative units shall each month allocate to their respective trade union organizations, as trade union funds, a sum equal to two per cent of the total amount of the real wages (including those paid in currency, in kind and in meals) of all

workers and staff members employed (excluding agents of the owners of private enterprises). Of this sum, an amount equal to 1.5 per cent of the total amount of real wages shall be used for the purpose of promoting cultural and educational activities for the workers and staff members;

- (c) Income from cultural and sports activities sponsored by the trade unions;
- (d) Subsidies from the people's governments at various levels.

ARTICLE 25

Regulations governing the disposal of the funds of the trade union committees at all levels shall be formulated by the All-China Federation of Trade Unions.

SECTION FIVE

BY-LAW

ARTICLE 26

This Law shall come into force after it is ratified and promulgated by the Central People's Government Council.

CONSTITUTION OF THE TRADE UNIONS OF THE PEOPLE'S REPUBLIC OF CHINA

PREAMBLE

The Chinese working class, under the leadership of the Communist Party of China and its great leader Comrade Mao Tse-tung, has waged a protracted struggle in which it established the closest alliance with the peasants, formed a united front with all patriotic and democratic forces to fight against imperialism, feudalism and bureaucrat-capitalism, and consequently defeated the foreign imperialists and the internal counter-revolutionaries, thereby achieving great victory in the people's democratic revolution.

It was after the birth of the Chinese Communist Party—a party of the Chinese working class itself—and under its direct leadership that the working-class movement of present-day China progressed along the road to victory.

The trade unions of China led by the Communist Party have rallied the workers around the Party and have thus become transmission belts between the Party and the masses. After the establishment of the people's democratic dictatorship, the trade unions under the leadership of the Party have become a school of adminis-

Adopted by the Seventh All-China Congress of Trade Unions,
May 10, 1953.

tration, a school of management and a school of communism for the workers.

The trade unions of China are mass organizations of all manual and non-manual workers living entirely or mainly on their wages, formed on a voluntary basis without distinction of nationality, sex or religious beliefs.

The People's Republic of China is a republic led by the working class. Hence, the interests of the state and the common interests of the entire people constitute the fundamental interests of the working class. The trade unions, on behalf of the workers, should therefore take an active part in the enactment of laws and decrees of the state concerning production and labour as well as the material and cultural life of the workers, firmly support and carry out all the policies, laws and decrees of the People's Government, and serve as firm social pillars of the people's democratic dictatorship.

The most important tasks of the trade unions of China during the period of national construction are to strengthen the unity of the working class, to consolidate the alliance of workers and peasants, to educate the workers to observe consciously the laws and decrees of the state and labour discipline, to strive for the development of production, for the constant increase of labour productivity, for the fulfilment and over-fulfilment of the production plans of the state, for the speedy industrialization of the country and for the steady advance towards socialism. The trade unions should constantly show concern for the improvement of living and working conditions and, on the basis of developing production,

gradually but actively improve the material and cultural life of the workers.

In state-owned enterprises, the workers are the masters, and it should be the sacred duty of the trade unions to mobilize and organize the workers to ensure the fulfillment and over-fulfilment of state production plans.

In enterprises jointly owned by state and private capital and in the enterprises which regularly do processing work for the state, it is the paramount duty of the trade unions to raise production and to supervise the implementation of contracts.

In privately-owned enterprises, although the workers are still subjected to exploitation, their political rights and legitimate economic interests are afforded effective protection by the law of the state and by the trade union organizations. Therefore it is also the duty of the trade unions in the privately-owned enterprises to organize and educate the workers to raise production and see to it that the capitalists are observing the government laws and decrees, thus enabling these enterprises to play an active part in the national welfare and people's livelihood under the leadership of the state-owned sector of the national economy. This conforms with the fundamental interests of the working class.

The trade unions of China are organized along industrial lines, based on democratic centralism. They must take collective leadership, persuasion and education as the main methods of their work. They must show concern over the interests of the masses, gather their views and promote criticism and self-criticism. They must consistently pay attention to the fight against

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bureaucracy and commandism which separate them from the masses, and at the same time, constantly improve the organization and discipline of the workers.

The trade unions of China must constantly educate the workers in internationalism and actively take part in the international working-class movement. They must strive for the unity and solidarity of the movement and for the defence of lasting peace in the Far East and throughout the world.

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CHAPTER I

MEMBERSHIP

ARTICLE 1

Membership in the trade unions shall be open to all manual and non-manual workers, whose wages constitute their sole or main means of living, and who accept the Constitution of the Trade Unions.

ARTICLE 2

Admission to trade union membership is accepted only when a personal application is made on a voluntary basis and when such application has been accepted by a trade union group and approved by the basic committee or the workshop committee of the trade union concerned.

ARTICLE 3

Trade union members have the right:

- (a) To elect and to be elected;
- (b) To make proposals and suggestions to the trade union organizations for the improvement of trade union work;
- (c) To criticize at trade union meetings or in the trade union press any trade union functionaries;
- (d) To enjoy priority in the various collective cultural and welfare establishments conducted by the trade unions.

ARTICLE 4

Trade union members have the duty:

- (a) To observe the laws and decrees of the state and labour discipline;

- (b) To take good care of public property;
- (c) To assiduously engage in political, technical and cultural studies so as to raise their class consciousness and working ability;
- (d) To observe the trade union Constitution and decisions and pay membership dues punctually.

ARTICLE 5

Any trade union member who breaches the Constitution of the Trade Unions, violates discipline or fails to pay membership dues for more than three months without reason, shall, according to each specific case, be advised, reprimanded or publicly warned, or expelled from the trade union.

CHAPTER II

ORGANIZATIONAL STRUCTURE

ARTICLE 6

The trade unions of China are built along industrial lines and on the basis of democratic centralism.

The basic system is as follows:

- (a) The leading bodies of the trade unions of all levels are to be elected democratically from the bottom up by the membership, and should submit reports on their work at regular intervals to the membership;
- (b) The trade unions of all levels shall carry on their work in accordance with the Constitution and decisions of the trade unions;

- (c) The trade unions shall make decisions only by a majority vote of the members present at the meeting;
- (d) The lower trade union organizations shall obey the higher trade union organizations.

ARTICLE 7

The organizational principle of industrial unions is as follows: All trade union members in the same enterprise or institution are organized in one single basic organization; all trade union members in the same industrial branch of the national economy are organized in the same national industrial union.

ARTICLE 8

The trade union councils of provincial, city, county or town level are the joint leading bodies of the local trade union organizations and the industrial unions in the given province, city, county or town.

ARTICLE 9

The highest authority of the trade unions of different levels is the general meeting of trade union members or the meeting of their representatives (for basic organizations), the congresses (for trade union organizations of provincial, city, county or town level), and the All-China Congress of Trade Unions (for the whole country).

The general membership meetings and congresses shall elect the trade union committees of the various levels—the workshop committee, basic committee, county committee, city committee, provincial committee, national committee and the Executive Committee of the

All-China Federation of Trade Unions. The above committees are the executive bodies of the trade unions of various levels and are held responsible for directing the day-to-day work of the various trade unions concerned.

New elections of a trade union may be advanced on the suggestion of more than one-third of its membership and with the approval of a higher trade union body.

ARTICLE 10

The trade union committees of all levels in the intervals between congresses may hold representative conferences to sum up and exchange their experiences in work.

ARTICLE 11

The trade union committees of all levels may set up various departments or permanent working committees according to the needs of the work.

CHAPTER III

THE HIGHEST LEADING BODY OF THE TRADE
UNIONS IN THE COUNTRY

ARTICLE 12

The highest leading body of the trade unions in the People's Republic of China is the All-China Federation of Trade Unions.

ARTICLE 13

The highest authority of the trade unions of the

People's Republic of China is the All-China Congress of Trade Unions, which has the power:

- (a) To hear and approve the reports made by the Executive Committee and the Auditing Commission of the All-China Federation of Trade Unions;
- (b) To define the policies and tasks of the trade unions throughout the country and hear the reports of the economic and cultural agencies of the Central People's Government, so as to devise measures to guarantee the fulfilment and over-fulfilment of the economic plans of the state;
- (c) To amend and approve the Constitution of the Trade Unions of the People's Republic of China;
- (d) To define the tasks of the trade unions of China in the international working-class movement;
- (e) To elect the Executive Committee and the Auditing Commission of the All-China Federation of Trade Unions.

ARTICLE 14

The All-China Congress of Trade Unions shall be convened every four years by the Executive Committee of the All-China Federation of Trade Unions.

ARTICLE 15

The members and alternate members of the Executive Committee and the Auditing Commission of the All-China Federation of Trade Unions shall be elected in accordance with the number of members determined by the All-China Congress of Trade Unions.

ARTICLE 16

In the intervals between All-China Congresses of Trade Unions, the Executive Committee of the All-China Federation of Trade Unions is responsible for the thorough implementation of the decisions of the Congress and for the direction of the trade union work throughout the country.

ARTICLE 17

The Executive Committee of the All-China Federation of Trade Unions shall at its plenary session elect a Presidium and a Secretariat. When the Executive Committee is not in session, the Presidium is the highest leading body of the trade unions throughout the country, and is responsible for carrying out the decisions of the All-China Congress of Trade Unions and of the plenary session of the Executive Committee, and directing all trade union work throughout the country. The Secretariat attends to the routine of trade unions throughout the country under the guidance of the Presidium.

ARTICLE 18

The auditing commissions of different levels are responsible for the examination of the finances of the trade unions of the corresponding levels.

ARTICLE 19

The highest leading body of each industrial union is its national committee. The highest authority of an industrial union is its national congress, which shall be convened every three years by the national committee of the industrial union concerned.

Its functions are:

- (a) To hear and approve the reports made by the national committee and auditing commission of the industrial union;
- (b) To hear reports of the related authorities of the Central People's Government, and define the policies and tasks of the industrial union;
- (c) To amend and approve the regulations of the industrial union;
- (d) To elect the national committee and the auditing commission.

ARTICLE 20

In the intervals between the national congresses of an industrial union, its national committee is responsible for the carrying out of the decisions of its congress and of the All-China Federation of Trade Unions and elects a presidium or standing committee to direct the routine work.

CHAPTER IV

LOCAL TRADE UNION ORGANIZATIONS

ARTICLE 21

The All-China Federation of Trade Unions may set up branch offices or working committees in the various administrative areas. Their function is to direct, on behalf of the All-China Federation of Trade Unions, the work of the provincial and city trade union councils and the local industrial unions.

The provincial and city trade union councils are the joint leading bodies of the local trade union organizations and industrial unions in their respective provinces and cities.

The provincial and city councils may, according to the needs of work, set up branch offices in the special regions and urban districts to supervise and examine local trade union work.

ARTICLE 22

The committees of the provincial and city trade union councils shall be elected by their respective provincial and city trade union congresses.

The provincial, city and mining area committees of industrial unions shall be elected by the provincial, city and mining area congresses of the respective industries.

ARTICLE 23

The highest authority of the provincial and city trade union councils as well as the provincial, city and mining area committees of industrial unions rests with their respective congresses which shall hear reports on the activities of the trade union committees and auditing commissions of their corresponding levels, define the immediate tasks and elect the trade union committees and the auditing commissions.

Congresses of the provincial trade union councils as well as the trade union councils of cities under the direct jurisdiction of the Central People's Government, and provincial congresses of industrial unions, shall be convened every two years by the trade union committees of the corresponding levels.

Congresses of trade union councils of cities under the jurisdiction of the province, and congresses of industrial unions in cities and mining areas, shall be convened every year by the respective committees.

ARTICLE 24

In the intervals between the respective congresses, the committees of provincial and city trade union councils and the provincial, city and mining area committees of the industrial unions are responsible for the thorough implementation of the decisions of the congresses and for the direction of the activities of their subordinate trade union organizations, in accordance with the decisions and directives of the higher-level trade unions.

ARTICLE 25

The committees of provincial and city trade union councils and the provincial, city and mining area committees of industrial unions may each elect one chairman, several vice-chairmen and members to form a standing committee to guide the routine work.

ARTICLE 26

Trade unions of county and town level shall be organized by the respective provincial trade union councils on the basis of the organizational rules of the provincial and city trade union councils, and in accordance with concrete local conditions and needs.

CHAPTER V

BASIC TRADE UNION ORGANIZATIONS

ARTICLE 27

The basic trade union organizations are the foundation of trade unions. They are formed by trade union members in the same enterprise or establishment. In an enterprise or establishment with 25 trade union members or more a committee may be set up. In the case of less than 25 trade union members, a trade union group may be set up and an organizer elected. In the case of less than three trade union members, they may join the nearest basic trade union organization of the related industry or trade, or set up a joint group.

ARTICLE 28

The general membership meeting or the meeting of representatives in an enterprise or establishment is the highest authority of a basic trade union organization. The general membership meeting or the meeting of representatives shall be convened every year or every six months. Its functions are: to hear and approve reports on the activities of the basic trade union committee and auditing commission, to hear reports on the activities of the administration of the enterprise or establishment, to define the tasks and concrete programme of work of the basic trade union committee, and to elect the basic trade union committee and auditing commission.

ARTICLE 29

Each basic trade union committee shall elect a chair-

man and several vice-chairmen, and establish permanent or temporary working committees according to the needs of the work.

ARTICLE 30

The tasks of the basic trade union organizations are:

- (a) To organize all the workers, technical personnel and staff members in labour emulation drives, to strengthen labour discipline, and to guarantee the fulfilment and over-fulfilment of the production plan of the state;
- (b) To show constant concern over the improvement of the material and cultural life, and the working conditions of the entire body of workers, technical personnel and staff members; to help and supervise the managements, or the owners of private enterprises, in the thorough carrying out of the laws and decrees of the People's Government concerning labour protection and labour insurance;
- (c) To organize cultural, political and technical studies, as well as cultural and sport activities for all workers, technical personnel and staff members;
- (d) To admit new trade union members, collect trade union dues and report regularly to higher trade union organizations and the membership about activities and financial conditions.

ARTICLE 31

The basic trade union committee may set up workshop (department) committees to lead trade union activ-

ities in the workshops (departments). Each workshop (department) committee shall elect a chairman (and several vice-chairmen in case of big workshops) and may establish such permanent or temporary working committees as required.

ARTICLE 32

Under the basic trade union or workshop (department) committee, trade union groups may be formed according to production units or office units. A trade union group shall elect a group leader and, if necessary, also a deputy leader, a labour protection inspector, a labour insurance steward, and cultural and educational functionaries to assist the group leader.

CHAPTER VI

FUNDS

ARTICLE 33

Sources of trade union funds:

- (a) Admission fees of new members. A new member is to pay an admission fee of 1 per cent of his total wage of the month previous to his admission;
- (b) Membership dues. Each member is to pay regularly 1 per cent of his monthly wage as membership dues;
- (c) Proceeds from cultural and sport activities sponsored by the trade unions;

- (d) Allocations by the managements, or the owners of private enterprises, as trade union funds in accordance with the Trade Union Law.

ARTICLE 34

The trade unions of all levels shall spend their funds in accordance with estimates approved by their higher trade union organizations and the financial and accounting systems set up by the All-China Federation of Trade Unions. They should report at regular intervals to the membership and to the higher trade union organizations on their financial accounts. The report on financial accounts is to be examined and signed by the chairman of the auditing commission.

ARTICLE 35

The systems of finance, budget and accounts of the trade unions shall be fixed separately by the All-China Federation of Trade Unions.

CHAPTER VII

APPENDICES

ARTICLE 36

This Constitution shall come into effect after adoption by the Seventh All-China Congress of Trade Unions; the right of interpretation of the Constitution rests with the Executive Committee of the All-China Federation of Trade Unions.

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ARTICLE 37

Should there be imperfections in the Constitution, the right of revision rests with the All-China Congress of Trade Unions.

ARTICLE 38

Industrial trade unions may formulate their own rules according to the specific conditions of their industries, but such rules shall not contradict the present Constitution.

ARTICLE 39

Regulations governing the organization of trade union councils for handicraft workers will be formulated separately.